

I build the software that makes *organizational transformation* visible. Twenty years in education, fifteen of them in leadership inside a nationally-recognized community school district. Three years building AI-native systems in production across four sectors. My work translates frameworks into shipped systems that teach the concept while the user is using them.

FLAGSHIP PRODUCT

FlowState Intelligence

Four-sector organizational friction assessment with Claude-powered weekly synthesis over captured decisions. pgvector semantic search. Three production divisions.

Live: flowstate.iaotgroup.co

CLIENT BUILD

Christina's Child Care

Operational AI platform for mid-market childcare. Kiosk attendance, staffing recommendations, CACFP tracking. Replaced a vendor solution at a fraction of the cost.

Framework: Feedback Conductance

IMMERSIVE · 3D

The 369 Room

First-person 3D holographic consulting experience at iaotgroup.co/room. Custom head-tracking camera, Three.js engine, three holographic divisions.

Live: iaotgroup.co/room

INTERNAL DISTRICT

SIP Webapp (BCCS)

Production tool for school improvement planning. Converted paper-based process into collaborative equity-centered software.

Framework: Recovery-Based Accountability

CONSUMER PRODUCT

BHMC Live

Golf league scoring platform built zero-to-production in one marathon plus four iterations. Live betting, predictive scoring, season standings. Field-tested.

27 commits in one session

CONSULTING PRACTICE

iAoT Group

Scholar-practitioner AI consulting. Fractional engagements across education, childcare, security, small business. Delivery model: ship working software, not slide decks.

Live: iaotgroup.co

PROPRIETARY FRAMEWORKS

The Unmasking Spiral (Ungoverned) · Feedback Conductance (Feedback Form) · Recovery-Based Accountability (FlowState voice-retry loop) · Four Friction Types (FlowState scoring matrix) · Agency Triangle (Interior Architecture) · The Sonic Spiral / Heartbeat · 369 Energy.

TECHNICAL STACK

AI & Models: Claude Opus 4.7 · Claude Haiku 4.5 · Claude Code · Anthropic API · Google Gemini 2.5 Pro · NotebookLM · Model Context Protocol · Voyage embeddings

Stack: Next.js 16 · React 19 · TypeScript · Supabase (Postgres, pgvector, RLS) · Three.js · Framer Motion · Tailwind CSS 4 · Vercel

Methodology: Heartbeat session protocol · Writing DNA voice rules · reflexive rubric scoring (three production contexts) · graceful-degrade discipline

EDUCATION

Ed.D. Educational Leadership
Minnesota State University, Mankato

Superintendent Licensure
MN State University, Mankato

M.A. Education
Hamline University

Administrative Licensure
Hamline University

B.A. Education
University of Wisconsin-Eau Claire

Let's *build*.

Open to Head of AI, Director of AI, Applied AI, Forward Deployed Engineer, and Fractional AI Leadership engagements. Remote or Minneapolis metro.

FRASERJT@GMAIL.COM

IAOTGROUP.CO